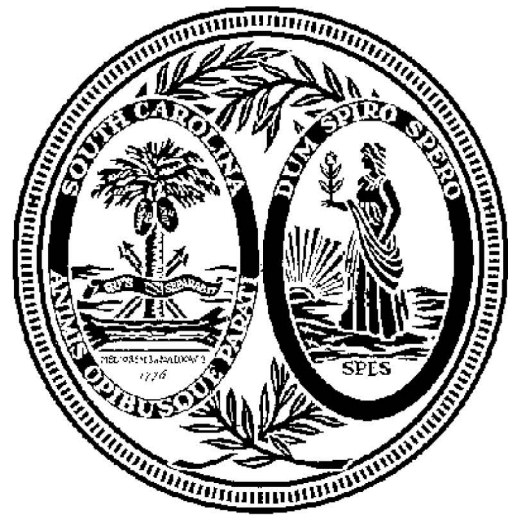


Kershaw County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information

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EXECUTIVE SUMMARY

Population

Kershaw County's population growth has been faster than the state's in recent years.

Future growth is expected to be faster as well.

Almost two thirds of Kershaw County's workers live within the county.

Income

Per capita income growth has been faster than the state and the nation.

Kershaw County's per capita income has moved ahead of the state level.

Kershaw County's average wages are lower than the state's in all major occupation groups.

Education

The number of degrees awarded by area post-secondary institutions has increased.

The greatest increase has been in the area of business management.

Occupations

Almost all occupational groups are expected to have faster growth in Kershaw County than in the state.

Requirements for Kershaw County's workers are expected to grow in the following levels of education and experience:

Work experience in a related field, postsecondary vocational award, bachelor's degree, and master's degree or higher.

Industry

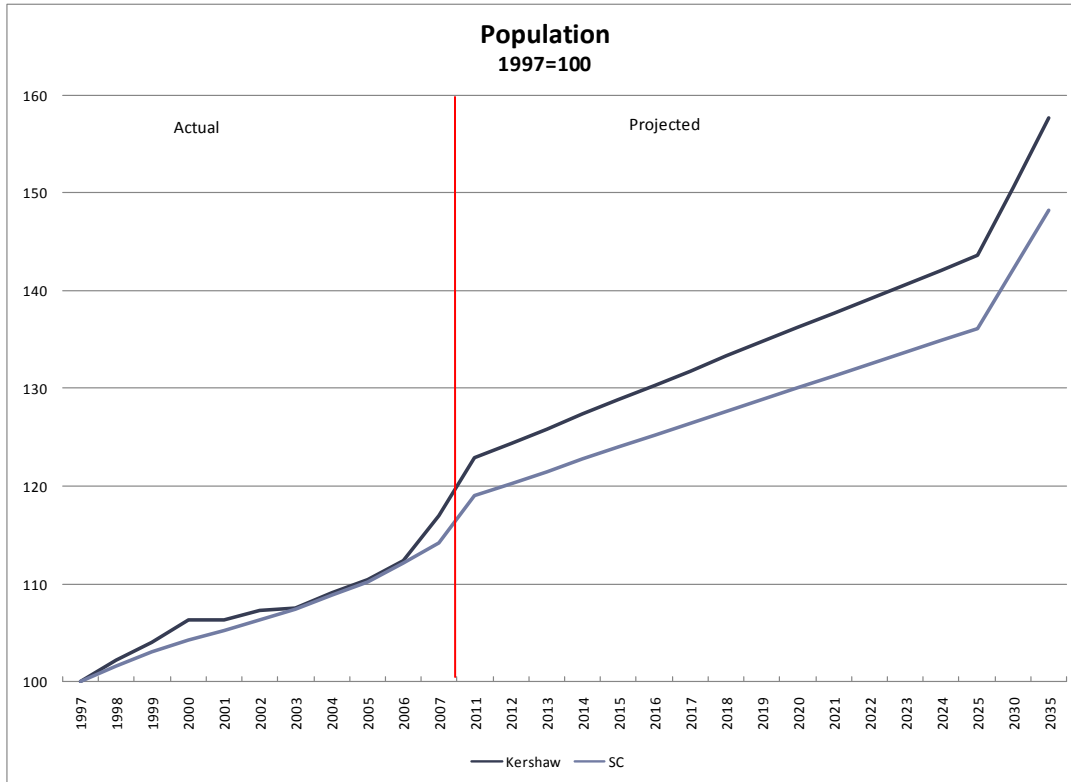
Sectors rated as having high potential in Kershaw County are as follows:

Transportation equipment manufacturing, truck transportation, building construction, fabricated metal product manufacturing, and heavy and civil engineering construction.

POPULATION

Growth

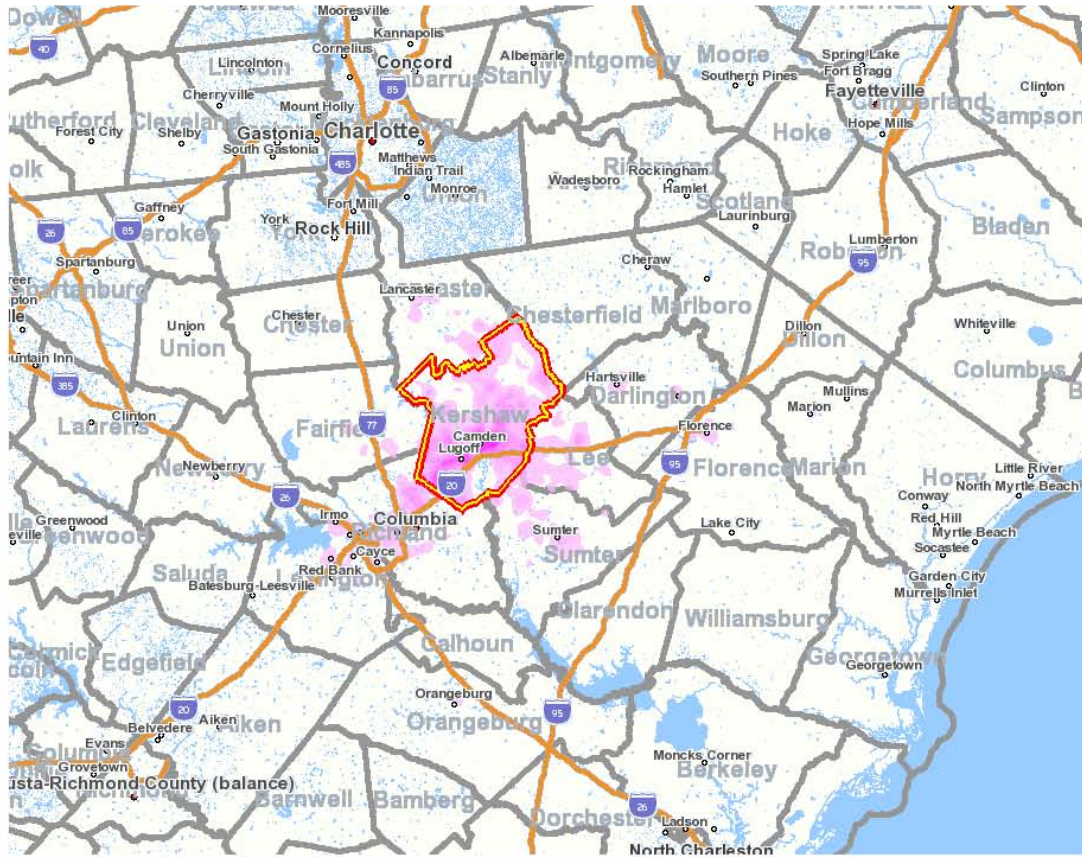
Kershaw County's 2007 population was 58,168. The county population has grown by 17.0% since 1997, compared to 14.2% for South Carolina. Kershaw's future population growth is expected to be faster than the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Kershaw County workers come from (in 2006, latest available data). As can be seen, almost two thirds of Kershaw County's workers live within the county.



Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

Age of Workers:

30 or younger	23.7%
31 to 54	58.0%
55 or older	18.3%

Earnings of Workers:

\$1,200 per month or less	31.7%
\$1,201 to \$3,400 per month	44.2%
More than \$3,400 per month	24.0%

States Where Workers Live:

South Carolina	99.1%
North Carolina	0.6%
All other locations	0.3%

Counties Where Workers Live:

Kershaw, SC	62.1%
Richland, SC	8.0%
Sumter, SC	4.4%
Lee, SC	4.4%
Lancaster, SC	2.8%
Lexington, SC	2.6%
Darlington, SC	1.8%
Florence, SC	1.4%
Fairfield, SC	1.4%
Chesterfield, SC	0.8%
All Other Locations	10.5%

Cities Where Workers Live:

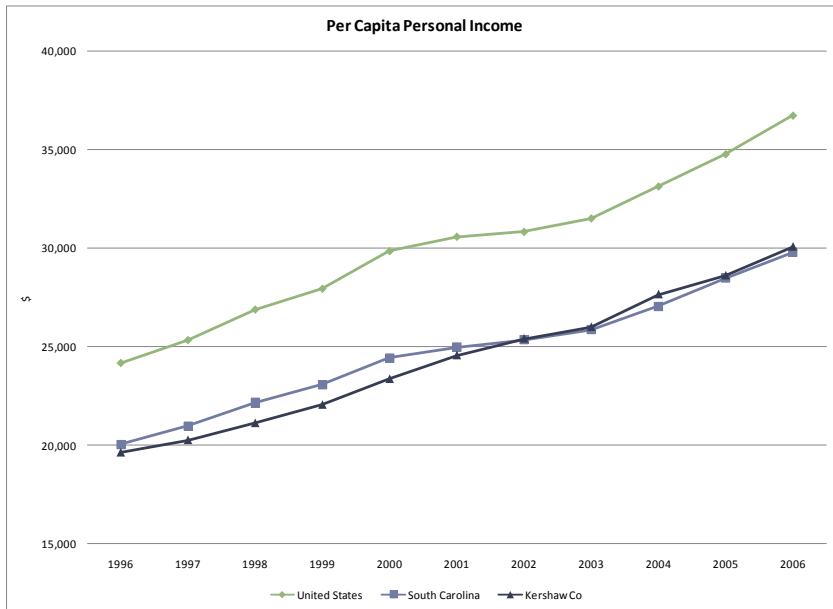
Camden, SC	9.6%
Lugoff, SC	6.5%
Columbia, SC	1.4%
Sumter, SC	1.1%
Bishopville, SC	0.9%
Elgin, SC	0.6%
St. Andrews, SC	0.5%
Dentsville, SC	0.4%
Bethune, SC	0.4%
Florence, SC	0.4%
All Other Locations	78.3%

Source: U.S. Census Bureau, Local Employment Dynamics.

INCOME

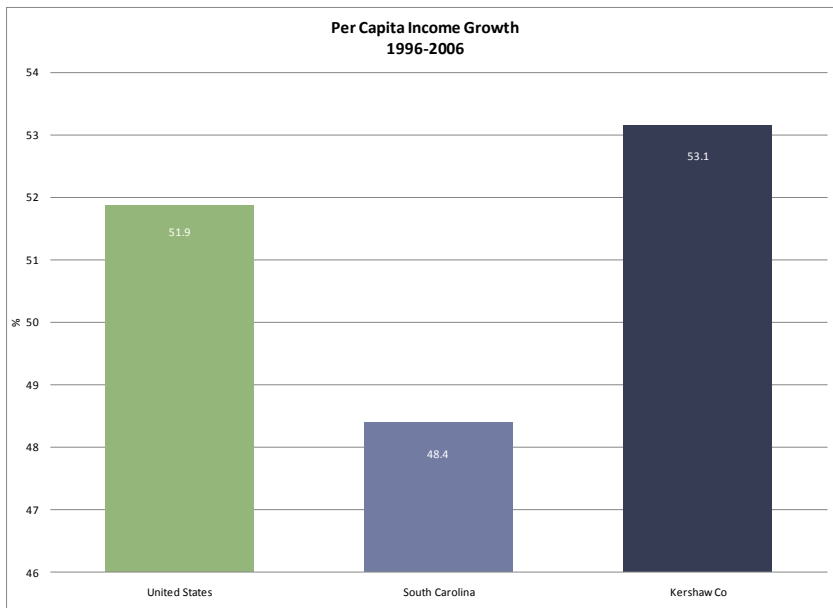
Per Capita Income

Kershaw County's per capita income has moved ahead of the state level but remains well below the nation's.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Kershaw County's per capita income has grown faster than South Carolina's and the nation's.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Kershaw County's average wages are below those of South Carolina (\$613 vs. \$680 in 2007). Average wages were up 12% in Kershaw County over the past five years, compared to 18% for the state. All major sectors had growth, led by retail trade and real estate and rental and leasing.

Industry	NAICS Code	2007 Average Weekly Wage (\$)	2002 Average Weekly Wage (\$)	% Change
Total, Private and Government		613	546	12
Construction	23	677	584	16
Manufacturing	31-33	833	772	8
Retail Trade	44-45	452	337	34
Transportation and Warehousing	48-49	563	479	18
Information	51	1,031	797	29
Finance and Insurance	52	721	695	4
Real Estate and Rental and Leasing	53	481	361	33
Administration & Support & Waste Management & Remediation Services	56	447	385	16
Arts, Entertainment, and Recreation	71	365	293	25
Accommodation and Food Services	72	209	184	14
Other Services (Except Public Administration)	81	385	339	14
Federal Government		918	771	19
State Government		648	595	9
Local Government		638	528	21

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Kershaw County are lower than the state average in all occupational groups.

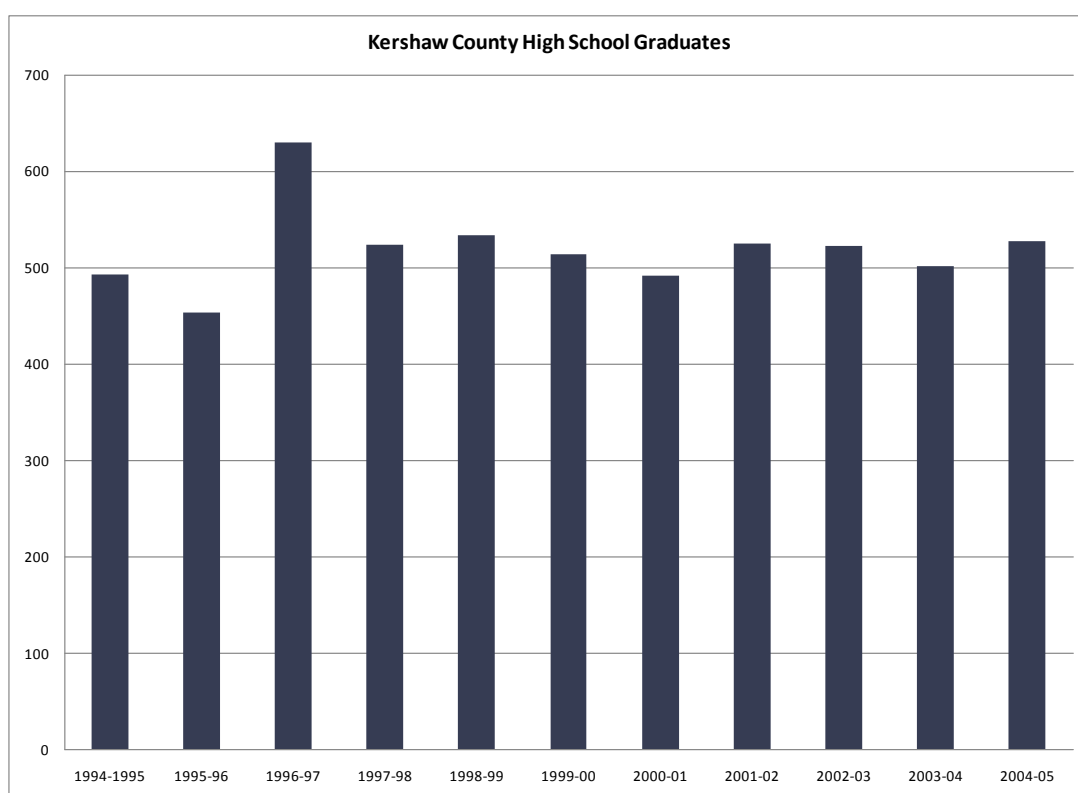
Occupation	2007 Kershaw County Median Hourly Wage (\$)	2007 SC Median Hourly Wage (\$)
Management occupations	20.64	28.78
Business and financial operations occupations	14.60	20.28
Computer and mathematical science occupations	19.91	26.20
Architecture and engineering occupations	22.06	30.22
Life, physical and social science occupations	19.90	22.76
Community and social services occupations	11.05	13.18
Legal occupations	19.21	30.68
Education, training and library occupations	22.55	24.42
Arts, design, entertainment, sports and media occupations	10.52	12.66
Healthcare practitioners and technical occupations	22.47	30.64
Healthcare support occupations	9.08	10.55
Protective service occupations	13.75	13.87
Food preparation and serving related occupations	7.19	7.90
Building and grounds cleaning and maintenance occupations	7.34	8.42
Personal care and service occupations	6.99	8.39
Sales and related occupations	10.60	13.48
Office and administrative support occupations	10.65	13.22
Farming, fishing, and forestry occupations	12.09	13.07
Construction and extraction occupations	13.55	16.51
Installation, maintenance and repair occupations	14.88	16.88
Production occupations	13.80	15.21
Transportation and material moving occupations	10.27	12.94

Source: Economic Modeling Specialists, Inc.

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Kershaw County students receiving high school diplomas rose by 35 (7%). In South Carolina, the number of high school diplomas increased 9% from 1995 to 2005. A total of 527 people received high school diplomas in Kershaw County in 2005. Kershaw County had 10 more 12th grade students in 2004-05 than in 1994-95. The number of Kershaw County students not passing the exit exam who received a certificate of completion instead of a diploma increased by 43 (to 57) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Over 1,300 more students graduated from higher educational institutions in the Santee-Lynches area in 2006 than in 1996, an increase of 13%. The greatest numerical increase was in business management fields.

Program	1996	2006	Change	% Change
Agriculture, agriculture operations & related sciences	16	4	-12	-75
Area, ethnic, cultural & gender studies	19	26	7	37
Biological & biomedical sciences	434	458	24	6
Business, management, marketing & related support services	1,685	2,173	488	29
Communication, journalism & related programs	353	428	75	21
Computer & information sciences & support services	181	239	58	32
Construction trades	1	3	2	200
Education	1,262	1,205	-57	-5
Engineering technologies/technicians	123	160	37	30
Engineering	289	315	26	9
English language & literature/letters	310	276	-34	-11
Family & consumer sciences/human sciences	117	246	129	110
Foreign languages, literatures & linguistics	81	71	-10	-12
Health professions & related clinical sciences	1,236	1,330	94	8
Legal professions & studies	324	324	0	0
Liberal arts & sciences, general studies & humanities	672	391	-281	-42
Library science	185	200	15	8
Mathematics and statistics	129	99	-30	-23
Mechanic and repair technologies/technicians	106	248	142	134
Multi/interdisciplinary studies	37	86	49	132
Natural resources & conservation	15	3	-12	-80
Parks, recreation, leisure & fitness studies	125	240	115	92
Personal & culinary services	2	38	36	1,800
Philosophy & religious studies	30	52	22	73
Physical sciences	167	162	-5	-3
Precision production	89	99	10	11
Psychology	353	445	92	26
Public administration & social service professions	325	365	40	12
Security & protective services	359	343	-16	-4
Social sciences & history	719	823	104	14
Theology & religious vocations	284	338	54	19
Visual & performing arts	195	339	144	74
TOTAL	10,223	11,529	1,306	13

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Allen University, Benedict College, Central Carolina Technical College, Claflin University, Coker College, Columbia College, Columbia International University, Florence-Darlington Technical College, Francis Marion University, Lutheran Theological Seminary, McLeod Regional Medical Center School of Medical Technology, Morris College, Northeastern Technical College, Orangeburg-Calhoun Technical College, South Carolina State University, South University, Southern Methodist College, University of South Carolina-Columbia, University of South Carolina-Lancaster, University of South Carolina-Sumter, Williamsburg Technical College.

OCCUPATIONS

Occupational Projections

Most occupational groups are projected to grow faster in Kershaw County than in the state.

See **Appendix A** for detailed occupational information.

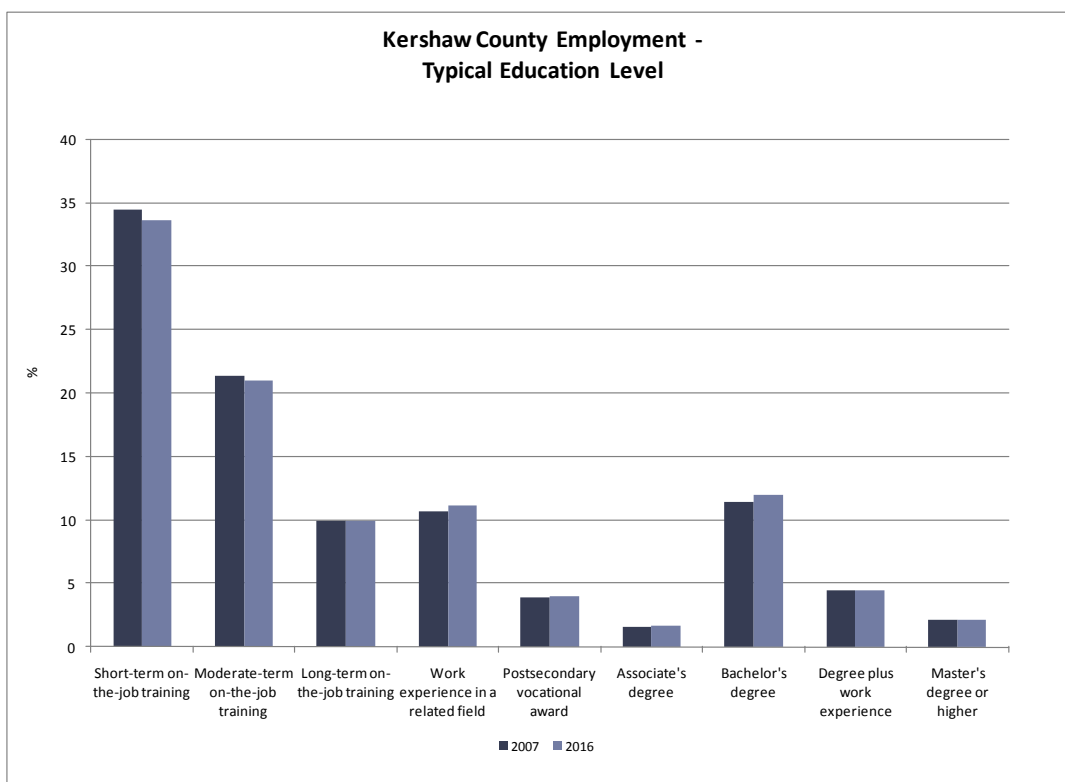
Occupation	2007-2016 Kershaw County Projected Growth (%)	2007-2016 SC Projected Growth (%)
Management occupations	23	17
Business and financial operations occupations	36	22
Computer and mathematical science occupations	39	23
Architecture and engineering occupations	11	15
Life, physical and social science occupations	12	15
Community and social services occupations	22	15
Legal occupations	16	21
Education, training and library occupations	16	16
Arts, design, entertainment, sports and media occupations	24	17
Healthcare practitioners and technical occupations	36	24
Healthcare support occupations	23	25
Protective service occupations	24	18
Food preparation and serving related occupations	5	13
Building and grounds cleaning and maintenance occupations	25	23
Personal care and service occupations	8	7
Sales and related occupations	30	19
Office and administrative support occupations	18	13
Farming, fishing and forestry occupations	1	16
Construction and extraction occupations	19	19
Installation, maintenance and repair occupations	18	17
Production occupations	18	10
Transportation and material moving occupations	18	11

Source: *Economic Modeling Specialists, Inc.*

Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. However, based on employment projections, Kershaw County is expected to see more growth in jobs with higher levels of education and experience, specifically:

- Work experience in a related field
- Postsecondary vocational award
- Bachelor's degree
- Master's degree or higher



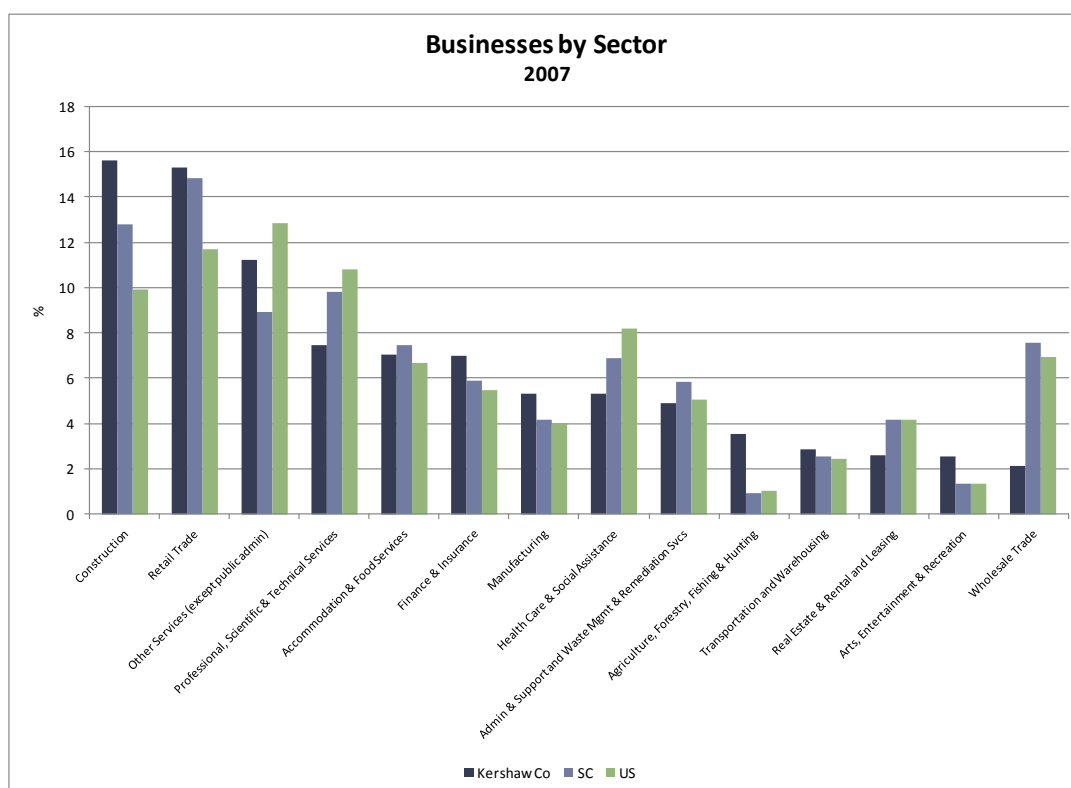
Source: Economic Modeling Specialists, Inc

INDUSTRY

Businesses by Sector

Kershaw County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Construction
- Retail trade
- Finance and insurance
- Manufacturing
- Agriculture and forestry
- Transportation and warehousing
- Arts, entertainment and recreation



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Kershaw County fell by 6% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, Kershaw County had higher growth in 12 industries compared to South Carolina and the U.S. Below is a list of those 12 industries along with their respective growth rates.

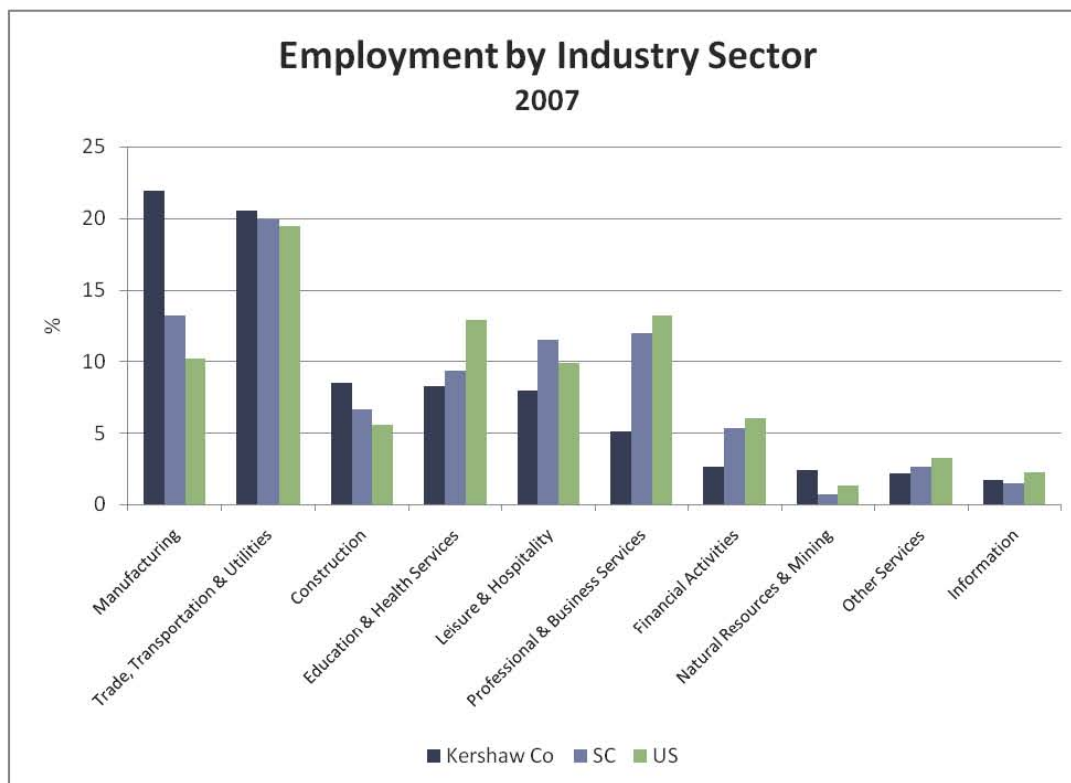
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Kershaw Co.	SC	US
Support activities for agriculture and forestry	63.6	-13.0	1.8
Textile product mills	25.0	-10.6	-3.3
Fabricated metal product manufacturing	25.0	-6.1	-3.0
Transportation equipment manufacturing	50.0	4.9	-1.1
Gasoline stations	3.2	-2.8	-1.9
Truck transportation	19.0	-5.1	5.4
Securities, commodity contracts and other financial investments and related activities	66.7	38.6	23.5
Insurance carriers and related activities	15.4	0.3	6.7
Waste management and remediation services	33.3	3.9	15.6
Educational services	37.5	14.1	23.7
Ambulatory health care services	25.7	7.4	13.3
Religious, grantmaking, civic, professional and similar organizations	7.7	-2.4	7.2

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Compared to the state and nation, Kershaw County has a higher share of jobs in manufacturing; trade, transportation and utilities; construction; and natural resources and mining.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- | | |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth | Competitive effect ¹ |
| • 2002-2007 employment growth rate | Average annual wage |
| • Location quotient ² | Projected growth |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 50 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 2.4% (growth rate for all jobs in the county) (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$31,877 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Industries of Note

Based on these criteria and available data, there are no “six star” sectors in Kershaw County. The following are the “five star” sectors for the county:

- Transportation equipment manufacturing (below average projected growth)
- General merchandise stores (below average wages)
- Truck transportation (below average projected growth)
- Ambulatory health care services (low location quotient, although it is above 1.00)

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being. Transportation equipment manufacturing and truck transportation are considered base economy sectors. Ambulatory health care services can be a base economy sector to the extent that the area serves as a healthcare provider for those outside Kershaw County. However, general merchandise stores serve the local population and do not bring wealth into the area.

Other sectors which fit this base economy criteria, have above-average wages, have a high concentration

¹ *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.*

² *Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2007 data.*

in the area (as indicated by the location quotient), and are projected to grow are:

- Building construction
- Fabricated metal product manufacturing
- Heavy and civil engineering construction

Appendix C has information on all factors for all sectors for Kershaw County.

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Kershaw County's labor market. We hope that it will help in advancing the progress of Kershaw County's economic development.

What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Kershaw Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. *What is Kershaw's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. *What other factors are vital to Kershaw and its community?*

Over and above pure economic considerations, what is important to the citizens of the Kershaw community? How does Kershaw want to be perceived? What quality of life issues affect Kershaw? These questions may impact the types of industries desired for the area.

How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

Appendix A: Occupational Projections for Kershaw County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-2021	Marketing managers	20	24	4	20	0.63	21.76	Degree plus work experience
11-2022	Sales managers	37	48	11	30	0.70	23.60	Degree plus work experience
11-2031	Public relations managers	12	16	4	33	1.56	20.81	Degree plus work experience
11-3011	Administrative services managers	26	32	6	23	0.71	20.67	Degree plus work experience
11-3021	Computer and information systems managers	21	28	7	33	0.51	31.04	Degree plus work experience
11-3031	Financial managers	75	97	22	29	0.75	22.55	Degree plus work experience
11-3041	Compensation and benefits managers	11	13	2	18	1.39	25.46	Degree plus work experience
11-3051	Industrial production managers	51	52	1	2	2.14	37.06	Work experience in a related field
11-3061	Purchasing managers	12	13	1	8	1.14	27.10	Degree plus work experience
11-3071	Transportation, storage, and distribution managers	12	14	2	17	0.81	31.15	Work experience in a related field
11-9011	Farm, ranch, and other agricultural managers	64	66	2	3	1.22	5.85	Degree plus work experience
11-9012	Farmers and ranchers	313	324	11	4	1.22	5.85	Long-term on-the-job training
11-9021	Construction managers	243	303	60	25	2.18	18.50	Bachelor's degree
11-9031	Education administrators, preschool and child care center/program	11	12	1	9	0.54	10.11	Degree plus work experience
11-9032	Education administrators, elementary and secondary school	58	66	8	14	1.29	40.54	Degree plus work experience
11-9041	Engineering managers	19	21	2	11	0.66	35.85	Degree plus work experience

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-9051	Food service managers	78	125	47	60	1.17	10.76	Work experience in a related field
11-9081	Lodging managers	44	69	25	57	2.03	8.41	Work experience in a related field
11-9111	Medical and health services managers	23	27	4	17	0.51	30.84	Degree plus work experience
11-9141	Property, real estate, and community association managers	162	246	84	52	0.93	8.06	Bachelor's degree
11-9151	Social and community service managers	17	23	6	35	0.75	10.71	Bachelor's degree
11-9199	Managers, all other	195	252	57	29	0.82	32.45	Work experience in a related field
11-1011	Chief executives	207	262	55	27	1.24	32.60	Degree plus work experience
11-1021	General and operations managers	295	330	35	12	1.07	27.45	Degree plus work experience
11-1031	Legislators	28	31	3	11	2.98	8.66	Degree plus work experience
13-1022	Wholesale and retail buyers, except farm products	14	17	3	21	0.56	12.44	Work experience in a related field
13-1023	Purchasing agents, except wholesale, retail, and farm products	23	29	6	26	0.52	16.35	Work experience in a related field
13-1031	Claims adjusters, examiners, and investigators	11	14	3	27	0.23	14.50	Long-term on-the-job training
13-1041	Compliance officers, except agriculture, construction, health and safety, and transportation	11	13	2	18	0.33	15.64	Long-term on-the-job training
13-1051	Cost estimators	36	43	7	19	0.99	19.01	Work experience in a related field
13-1071	Employment, recruitment, and placement specialists	12	15	3	25	0.39	16.46	Bachelor's degree
13-1073	Training and development specialists	23	30	7	30	0.72	18.33	Bachelor's degree
13-1111	Management analysts	73	107	34	47	0.48	14.75	Degree plus work experience

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
13-1121	Meeting and convention planners	10	14	4	40	0.76	7.92	Bachelor's degree
13-1199	Business operation specialists, all other	42	56	14	33	0.27	19.06	Bachelor's degree
13-2011	Accountants and auditors	229	309	80	35	0.98	16.37	Bachelor's degree
13-2021	Appraisers and assessors of real estate	59	89	30	51	0.93	9.98	Postsecondary vocational award
13-2051	Financial analysts	24	39	15	63	0.48	9.36	Bachelor's degree
13-2052	Personal financial advisors	93	149	56	60	0.88	7.97	Bachelor's degree
13-2071	Loan counselors	10	10	0	0	--	--	Bachelor's degree
13-2072	Loan officers	33	34	1	3	0.56	19.26	Bachelor's degree
13-2082	Tax preparers	16	18	2	13	0.91	11.19	Moderate-term on-the-job training
15-1021	Computer programmers	31	37	6	19	0.43	20.11	Bachelor's degree
15-1031	Computer software engineers, applications	13	20	7	54	0.16	24.36	Bachelor's degree
15-1032	Computer software engineers, systems software	20	31	11	55	0.35	26.59	Bachelor's degree
15-1041	Computer support specialists	39	51	12	31	0.46	14.82	Associate's degree
15-1051	Computer systems analysts	28	41	13	46	0.37	20.41	Bachelor's degree
15-1071	Network and computer systems administrators	17	23	6	35	0.35	18.89	Bachelor's degree
15-1081	Network systems and data communications analysts	18	30	12	67	0.42	20.61	Bachelor's degree
17-1011	Architects, except landscape and naval	11	12	1	9	0.48	18.71	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
17-1022	Surveyors	12	14	2	17	1.27	12.58	Bachelor's degree
17-2041	Chemical engineers	18	15	-3	-17	3.96	40.62	Bachelor's degree
17-2051	Civil engineers	45	52	7	16	1.04	22.10	Bachelor's degree
17-2071	Electrical engineers	13	14	1	8	0.57	26.86	Bachelor's degree
17-2112	Industrial engineers	54	69	15	28	1.78	27.15	Bachelor's degree
17-2141	Mechanical engineers	28	29	1	4	0.84	27.71	Bachelor's degree
17-3011	Architectural and civil drafters	12	12	0	0	0.66	13.55	Postsecondary vocational award
17-3023	Electrical and electronic engineering technicians	13	13	0	0	0.48	21.36	Associate's degree
17-3026	Industrial engineering technicians	28	30	2	7	2.51	14.92	Associate's degree
17-3027	Mechanical engineering technicians	12	10	-2	-17	--	--	Associate's degree
17-3031	Surveying and mapping technicians	11	13	2	18	0.87	10.73	Moderate-term on-the-job training
19-2031	Chemists	19	17	-2	-11	1.54	28.26	Bachelor's degree
19-3021	Market research analysts	10	12	2	20	0.25	15.02	Bachelor's degree
19-3031	Clinical, counseling, and school psychologists	16	20	4	25	0.58	22.07	Doctoral degree
19-4031	Chemical technicians	37	31	-6	-16	3.96	21.09	Associate's degree
21-1012	Educational, vocational, and school counselors	44	53	9	20	1.13	18.79	Master's degree
21-1014	Mental health counselors	10	11	1	10	0.59	13.35	Master's degree
21-1015	Rehabilitation counselors	19	26	7	37	0.86	12.78	Master's degree
21-1021	Child, family, and school social workers	54	67	13	24	1.20	11.68	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
21-1022	Medical and public health social workers	14	19	5	36	0.72	14.75	Bachelor's degree
21-1023	Mental health and substance abuse social workers	10	12	2	20	0.51	10.31	Master's degree
21-1029	Social workers, all other	14	19	5	36	1.28	14.76	Bachelor's degree
21-1093	Social and human service assistants	36	47	11	31	0.66	8.91	Moderate-term on-the-job training
21-1099	Community and social service specialists, all other	16	22	6	38	0.87	10.35	Bachelor's degree
21-2011	Clergy	64	72	8	13	1.73	6.16	Master's degree
21-2021	Directors, religious activities and education	28	32	4	14	1.99	5.85	Bachelor's degree
21-2099	Religious workers, all other	11	12	1	9	1.74	6.00	Bachelor's degree
23-1011	Lawyers	58	66	8	14	0.45	26.23	First professional degree
23-2011	Paralegals and legal assistants	22	25	3	14	0.58	10.94	Associate's degree
23-2092	Law clerks	11	12	1	9	1.46	12.33	Bachelor's degree
25-1099	Postsecondary teachers	69	87	18	26	0.29	48.27	Doctoral degree
25-2011	Preschool teachers, except special education	52	59	7	13	0.67	8.34	Postsecondary vocational award
25-2012	Kindergarten teachers, except special education	24	29	5	21	0.84	22.68	Bachelor's degree
25-2021	Elementary school teachers, except special education	370	440	70	19	1.49	24.75	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	144	168	24	17	1.34	26.20	Bachelor's degree
25-2023	Vocational education teachers, middle school	11	12	1	9	1.70	20.03	Degree plus work experience
25-2031	Secondary school teachers, except special and vocational education	293	328	35	12	1.78	27.55	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
25-2032	Vocational education teachers, secondary school	12	13	1	8	0.75	20.52	Degree plus work experience
25-2041	Special education teachers, preschool, kindergarten, and elementary school	24	30	6	25	0.70	27.37	Bachelor's degree
25-2042	Special education teachers, middle school	11	14	3	27	0.71	25.01	Bachelor's degree
25-2043	Special education teachers, secondary school	16	18	2	13	0.75	26.52	Bachelor's degree
25-3011	Adult literacy, remedial education, and GED teachers and instructors	13	16	3	23	0.59	21.21	Bachelor's degree
25-3021	Self-enrichment education teachers	27	32	5	19	0.67	10.54	Work experience in a related field
25-3099	Teachers and instructors, all other	144	168	24	17	1.42	18.42	Bachelor's degree
25-4021	Librarians	29	32	3	10	1.18	19.77	Master's degree
25-4031	Library technicians	19	22	3	16	1.04	11.63	Postsecondary vocational award
25-9031	Instructional coordinators	18	24	6	33	0.88	26.17	Master's degree
25-9041	Teacher assistants	214	243	29	14	1.01	9.66	Short-term on-the-job training
27-1011	Art directors	14	18	4	29	0.70	6.79	Degree plus work experience
27-1012	Craft artists	13	16	3	23	0.85	6.00	Long-term on-the-job training
27-1013	Fine artists, including painters, sculptors, and illustrators	13	17	4	31	0.82	6.68	Long-term on-the-job training
27-1014	Multi-media artists and animators	15	21	6	40	0.82	6.50	Bachelor's degree
27-1019	Artists and related workers, all other	13	16	3	23	0.82	5.93	Long-term on-the-job training
27-1021	Commercial and industrial designers	11	14	3	27	0.98	10.47	Bachelor's degree
27-1024	Graphic designers	24	33	9	38	0.64	11.09	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
27-1025	Interior designers	11	15	4	36	0.79	12.90	Associate's degree
27-2012	Producers and directors	10	15	5	50	0.55	12.92	Degree plus work experience
27-2021	Athletes and sports competitors	10	11	1	10	--	--	Long-term on-the-job training
27-2022	Coaches and scouts	31	35	4	13	1.07	16.66	Long-term on-the-job training
27-2041	Music directors and composers	24	30	6	25	1.01	6.00	Degree plus work experience
27-2042	Musicians and singers	34	41	7	21	0.99	7.04	Long-term on-the-job training
27-2099	Entertainers and performers, sports and related workers, all other	10	12	2	20	0.53	6.70	Long-term on-the-job training
27-3011	Radio and television announcers	13	21	8	62	1.60	11.28	Long-term on-the-job training
27-3031	Public relations specialists	24	30	6	25	0.59	13.27	Bachelor's degree
27-3041	Editors	11	15	4	36	0.48	8.26	Bachelor's degree
27-3043	Writers and authors	40	52	12	30	0.68	5.90	Bachelor's degree
27-3091	Interpreters and translators	17	19	2	12	0.82	15.37	Long-term on-the-job training
27-3099	Media and communication workers, all other	15	16	1	7	0.75	14.35	Long-term on-the-job training
27-4021	Photographers	106	116	10	9	0.95	11.69	Long-term on-the-job training
29-1051	Pharmacists	42	58	16	38	1.14	39.19	First professional degree
29-1069	Physicians and surgeons	97	128	31	32	0.78	54.12	First professional degree
29-1111	Registered nurses	141	184	43	30	0.38	21.20	Associate's degree
29-1127	Speech-language pathologists	14	17	3	21	0.73	21.36	Master's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
29-1131	Veterinarians	13	18	5	38	1.23	46.52	First professional degree
29-2011	Medical and clinical laboratory technologists	13	18	5	38	0.52	17.19	Bachelor's degree
29-2012	Medical and clinical laboratory technicians	14	18	4	29	0.63	11.11	Associate's degree
29-2021	Dental hygienists	22	26	4	18	0.86	19.73	Associate's degree
29-2034	Radiologic technologists and technicians	13	17	4	31	0.45	17.22	Associate's degree
29-2041	Emergency medical technicians and paramedics	172	290	118	69	5.72	8.10	Postsecondary vocational award
29-2052	Pharmacy technicians	26	35	9	35	0.60	5.93	Moderate-term on-the-job training
29-2056	Veterinary technologists and technicians	16	25	9	56	1.51	9.10	Associate's degree
29-2061	Licensed practical and licensed vocational nurses	62	72	10	16	0.56	14.92	Postsecondary vocational award
29-2071	Medical records and health information technicians	19	25	6	32	0.76	13.02	Associate's degree
29-9011	Occupational health and safety specialists	16	15	-1	-6	2.36	18.04	Bachelor's degree
31-1011	Home health aides	59	89	30	51	0.46	7.77	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	113	124	11	10	0.51	8.67	Postsecondary vocational award
31-9091	Dental assistants	32	39	7	22	0.76	12.62	Moderate-term on-the-job training
31-9092	Medical assistants	46	65	19	41	0.71	9.71	Moderate-term on-the-job training
31-9096	Veterinary assistants and laboratory animal caretakers	14	18	4	29	1.11	6.93	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
31-9099	Healthcare support workers, all other	12	15	3	25	0.39	9.68	Short-term on-the-job training
33-2011	Fire fighters	30	36	6	20	0.69	16.44	Long-term on-the-job training
33-3012	Correctional officers and jailers	39	47	8	21	0.61	12.18	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	133	161	28	21	1.37	16.74	Long-term on-the-job training
33-9032	Security guards	69	89	20	29	0.44	9.14	Short-term on-the-job training
33-9092	Lifeguards, ski patrol, and other recreational protective service workers	17	22	5	29	0.96	7.47	Short-term on-the-job training
35-1011	Chefs and head cooks	13	16	3	23	0.66	10.25	Work experience in a related field
35-1012	First-line supervisors/managers of food preparation and serving workers	133	156	23	17	1.02	10.52	Work experience in a related field
35-2011	Cooks, fast food	128	130	2	2	1.34	6.88	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	64	70	6	9	1.03	9.49	Moderate-term on-the-job training
35-2014	Cooks, restaurant	85	78	-7	-8	0.66	7.61	Long-term on-the-job training
35-2015	Cooks, short order	41	40	-1	-2	1.33	6.88	Short-term on-the-job training
35-2021	Food preparation workers	123	136	13	11	0.90	7.20	Short-term on-the-job training
35-3011	Bartenders	38	44	6	16	0.48	5.88	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	256	287	31	12	0.68	6.25	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	70	76	6	9	0.87	6.50	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
35-3031	Waiters and waitresses	219	201	-18	-8	0.61	5.89	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	49	47	-2	-4	0.79	8.66	Short-term on-the-job training
35-9021	Dishwashers	35	33	-2	-6	0.45	6.16	Short-term on-the-job training
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	31	29	-2	-6	0.59	6.09	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	81	105	24	30	1.41	8.50	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	40	50	10	25	1.76	12.03	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	290	316	26	9	0.83	8.59	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	349	460	111	32	1.27	5.85	Short-term on-the-job training
37-2019	Building cleaning workers, all other	133	187	54	41	1.79	5.85	Short-term on-the-job training
37-2021	Pest control workers	20	25	5	25	1.41	8.02	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	168	209	41	24	1.07	8.15	Short-term on-the-job training
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	35	44	9	26	2.22	7.02	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	30	38	8	27	1.87	6.36	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	37	47	10	27	2.43	6.12	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	42	42	0	0	1.14	7.63	Work experience in a related field
39-2011	Animal trainers	26	25	-1	-4	1.82	7.71	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
39-2021	Nonfarm animal caretakers	89	76	-13	-15	1.58	6.55	Short-term on-the-job training
39-3031	Ushers, lobby attendants, and ticket takers	20	24	4	20	1.29	8.07	Short-term on-the-job training
39-3091	Amusement and recreation attendants	33	37	4	12	0.90	7.59	Short-term on-the-job training
39-4021	Funeral attendants	15	19	4	27	3.16	8.85	Short-term on-the-job training
39-5012	Hairdressers, hairstylists, and cosmetologists	61	24	-37	-61	0.71	6.79	Postsecondary vocational award
39-9011	Child care workers	253	294	41	16	1.02	6.46	Short-term on-the-job training
39-9021	Personal and home care aides	82	124	42	51	0.63	6.73	Short-term on-the-job training
39-9031	Fitness trainers and aerobics instructors	30	39	9	30	0.75	10.79	Postsecondary vocational award
39-9032	Recreation workers	55	68	13	24	1.05	7.38	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	502	629	127	25	1.49	16.38	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	123	159	36	29	0.88	13.25	Work experience in a related field
41-2011	Cashiers, except gaming	790	896	106	13	1.47	7.26	Short-term on-the-job training
41-2012	Gaming change persons and booth cashiers	16	20	4	25	1.64	26.56	Short-term on-the-job training
41-2021	Counter and rental clerks	34	36	2	6	0.47	8.38	Short-term on-the-job training
41-2022	Parts salespersons	31	26	-5	-16	0.87	10.99	Moderate-term on-the-job training
41-2031	Retail salespersons	837	1112	275	33	1.11	10.85	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-3011	Advertising sales agents	25	41	16	64	0.75	14.04	Moderate-term on-the-job training
41-3021	Insurance sales agents	86	103	17	20	0.78	9.08	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	73	111	38	52	0.71	10.10	Bachelor's degree
41-3099	Sales representatives, services, all other	56	77	21	38	0.52	13.46	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	34	43	9	26	0.43	28.72	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	107	140	33	31	0.43	18.18	Moderate-term on-the-job training
41-9011	Demonstrators and product promoters	15	21	6	40	0.80	7.16	Moderate-term on-the-job training
41-9021	Real estate brokers	258	393	135	52	1.01	8.00	Work experience in a related field
41-9022	Real estate sales agents	269	405	136	51	0.98	7.83	Postsecondary vocational award
41-9041	Telemarketers	14	16	2	14	0.23	10.96	Short-term on-the-job training
41-9091	Door-to-door sales workers, news and street vendors, and related workers	203	279	76	37	1.20	5.92	Short-term on-the-job training
41-9099	Sales and related workers, all other	46	57	11	24	0.86	7.51	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	224	259	35	16	0.98	14.61	Work experience in a related field
43-2011	Switchboard operators, including answering service	19	19	0	0	0.71	9.12	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-2021	Telephone operators	31	27	-4	-13	6.68	16.36	Short-term on-the-job training
43-3011	Bill and account collectors	44	57	13	30	0.66	10.72	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	75	90	15	20	0.91	10.03	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	321	399	78	24	0.94	10.64	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	33	40	7	21	1.02	12.87	Moderate-term on-the-job training
43-3061	Procurement clerks	12	12	0	0	1.01	12.29	Short-term on-the-job training
43-3071	Tellers	65	74	9	14	0.70	8.54	Short-term on-the-job training
43-4051	Customer service representatives	243	340	97	40	0.72	12.28	Moderate-term on-the-job training
43-4071	File clerks	31	22	-9	-29	0.84	7.88	Short-term on-the-job training
43-4081	Hotel, motel, and resort desk clerks	23	23	0	0	0.70	6.34	Short-term on-the-job training
43-4111	Interviewers, except eligibility and loan	15	19	4	27	0.42	10.50	Short-term on-the-job training
43-4121	Library assistants, clerical	26	30	4	15	1.51	10.01	Short-term on-the-job training
43-4131	Loan interviewers and clerks	21	20	-1	-5	0.53	13.38	Short-term on-the-job training
43-4141	New accounts clerks	18	15	-3	-17	1.41	10.53	Work experience in a related field
43-4151	Order clerks	19	16	-3	-16	0.47	9.61	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-4161	Human resources assistants, except payroll and timekeeping	25	34	9	36	1.01	12.59	Short-term on-the-job training
43-4171	Receptionists and information clerks	105	129	24	23	0.59	8.88	Short-term on-the-job training
43-5021	Couriers and messengers	30	41	11	37	0.63	6.07	Short-term on-the-job training
43-5031	Police, fire, and ambulance dispatchers	14	18	4	29	0.93	12.57	Moderate-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	29	33	4	14	0.99	11.89	Moderate-term on-the-job training
43-5041	Meter readers, utilities	12	13	1	8	1.75	7.67	Short-term on-the-job training
43-5052	Postal service mail carriers	38	42	4	11	0.75	17.51	Short-term on-the-job training
43-5053	Postal service mail sorters, processors, and processing machine operators	29	29	0	0	0.95	17.53	Short-term on-the-job training
43-5061	Production, planning, and expediting clerks	41	48	7	17	0.91	16.34	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	156	191	35	22	1.34	8.89	Short-term on-the-job training
43-5081	Stock clerks and order fillers	640	742	102	16	2.44	9.19	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	150	181	31	21	0.59	13.35	Moderate-term on-the-job training
43-6012	Legal secretaries	34	42	8	24	0.62	12.02	Postsecondary vocational award
43-6013	Medical secretaries	60	75	15	25	0.82	10.84	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	303	330	27	9	0.99	9.98	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-9021	Data entry keyers	25	26	1	4	0.47	7.65	Moderate-term on-the-job training
43-9022	Word processors and typists	12	15	3	25	0.41	7.28	Moderate-term on-the-job training
43-9041	Insurance claims and policy processing clerks	10	11	1	10	--	--	Moderate-term on-the-job training
43-9061	Office clerks, general	408	492	84	21	0.82	9.06	Short-term on-the-job training
43-9199	Office and administrative support workers, all other	14	16	2	14	0.30	10.74	Short-term on-the-job training
45-1099	Supervisors, farming, fishing, and forestry workers	12	16	4	33	1.87	17.72	Work experience in a related field
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	37	47	10	27	0.80	8.06	Short-term on-the-job training
45-3011	Fishers and related fishing workers	19	19	0	0	1.27	5.85	Moderate-term on-the-job training
45-4021	Fallers	60	43	-17	-28	17.85	11.51	Moderate-term on-the-job training
45-4022	Logging equipment operators	36	32	-4	-11	5.57	16.22	Moderate-term on-the-job training
45-4023	Log graders and scalers	13	15	2	15	4.44	18.69	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	308	374	66	21	1.88	17.02	Work experience in a related field
47-2021	Brickmasons and blockmasons	43	49	6	14	1.80	14.04	Long-term on-the-job training
47-2022	Stonemasons	12	16	4	33	1.50	14.52	Long-term on-the-job training

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47-2031	Carpenters	386	468	82	21	1.46	14.41	Long-term on-the-job training
47-2041	Carpet installers	10	12	2	20	--	--	Moderate-term on-the-job training
47-2042	Floor layers, except carpet, wood, and hard tiles	10	12	2	20	--	--	Moderate-term on-the-job training
47-2044	Tile and marble setters	17	20	3	18	1.36	13.83	Long-term on-the-job training
47-2051	Cement masons and concrete finishers	46	57	11	24	1.28	12.29	Moderate-term on-the-job training
47-2061	Construction laborers	260	325	65	25	1.20	12.71	Moderate-term on-the-job training
47-2071	Paving, surfacing, and tamping equipment operators	20	29	9	45	1.97	12.93	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	108	146	38	35	1.65	12.57	Moderate-term on-the-job training
47-2081	Drywall and ceiling tile installers	23	30	7	30	0.82	13.16	Moderate-term on-the-job training
47-2082	Tapers	11	15	4	36	0.99	14.60	Moderate-term on-the-job training
47-2111	Electricians	149	138	-11	-7	1.32	14.12	Long-term on-the-job training
47-2141	Painters, construction and maintenance	179	213	34	19	2.07	11.50	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-2151	Pipelayers	35	46	11	31	2.01	13.48	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	123	139	16	13	1.60	12.90	Long-term on-the-job training
47-2181	Roofers	26	30	4	15	0.91	12.55	Moderate-term on-the-job training
47-2211	Sheet metal workers	28	31	3	11	0.92	11.86	Long-term on-the-job training
47-2221	Structural iron and steel workers	13	14	1	8	1.10	16.47	Long-term on-the-job training
47-3011	Helpers, brickmasons, blockmasons, stonemasons, and tile and marble setters	22	24	2	9	2.24	9.85	Short-term on-the-job training
47-3012	Helpers, carpenters	44	48	4	9	2.69	9.69	Short-term on-the-job training
47-3013	Helpers, electricians	41	28	-13	-32	2.58	8.70	Short-term on-the-job training
47-3015	Helpers, pipelayers, plumbers, pipefitters, and steamfitters	44	49	5	11	3.36	8.08	Short-term on-the-job training
47-3019	Helpers, construction trades, all other	12	15	3	25	2.20	9.16	Short-term on-the-job training
47-4011	Construction and building inspectors	21	26	5	24	1.09	19.60	Work experience in a related field
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	90	100	10	11	1.27	19.91	Work experience in a related field
49-2011	Computer, automated teller, and office machine repairers	14	20	6	43	0.50	11.98	Postsecondary vocational award
49-2022	Telecommunications equipment installers and repairers, except line installers	40	50	10	25	1.23	28.10	Long-term on-the-job training
49-2094	Electrical and electronics repairers, commercial and industrial equipment	25	25	0	0	2.04	20.75	Postsecondary vocational award
49-3021	Automotive body and related repairers	31	32	1	3	1.06	12.76	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-3023	Automotive service technicians and mechanics	131	155	24	18	1.03	14.11	Postsecondary vocational award
49-3031	Bus and truck mechanics and diesel engine specialists	45	56	11	24	1.05	13.63	Postsecondary vocational award
49-3042	Mobile heavy equipment mechanics, except engines	36	47	11	31	1.91	13.07	Postsecondary vocational award
49-3051	Motorboat mechanics	10	12	2	20	--	--	Long-term on-the-job training
49-3053	Outdoor power equipment and other small engine mechanics	11	12	1	9	2.03	7.76	Moderate-term on-the-job training
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	77	92	15	19	1.53	11.52	Long-term on-the-job training
49-9031	Home appliance repairers	18	22	4	22	1.39	8.52	Long-term on-the-job training
49-9041	Industrial machinery mechanics	89	112	23	26	2.24	18.66	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	260	296	36	14	1.21	13.53	Moderate-term on-the-job training
49-9043	Maintenance workers, machinery	26	28	2	8	2.13	18.44	Short-term on-the-job training
49-9044	Millwrights	21	21	0	0	2.53	15.40	Long-term on-the-job training
49-9052	Telecommunications line installers and repairers	28	37	9	32	1.02	29.21	Long-term on-the-job training
49-9093	Fabric menders, except garment	11	16	5	45	3.01	10.87	Moderate-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	39	48	9	23	1.60	7.45	Short-term on-the-job training
49-9099	Installation, maintenance, and repair workers, all other	20	25	5	25	0.84	10.13	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-1011	First-line supervisors/managers of production and operating workers	176	194	18	10	1.64	24.69	Work experience in a related field
51-2022	Electrical and electronic equipment assemblers	12	10	-2	-17	0.36	10.39	Short-term on-the-job training
51-2031	Engine and other machine assemblers	35	45	10	29	5.21	11.29	Short-term on-the-job training
51-2041	Structural metal fabricators and fitters	11	16	5	45	0.70	13.87	Moderate-term on-the-job training
51-2091	Fiberglass laminators and fabricators	11	16	5	45	1.81	34.48	Moderate-term on-the-job training
51-2092	Team assemblers	522	483	-39	-7	2.73	11.61	Moderate-term on-the-job training
51-2099	Assemblers and fabricators, all other	99	66	-33	-33	2.22	12.57	Moderate-term on-the-job training
51-3021	Butchers and meat cutters	10	12	2	20	--	--	Long-term on-the-job training
51-4011	Computer-controlled machine tool operators, metal and plastic	11	15	4	36	0.53	11.44	Moderate-term on-the-job training
51-4021	Extruding and drawing machine setters, operators, and tenders, metal and plastic	56	36	-20	-36	3.93	13.38	Moderate-term on-the-job training
51-4022	Forging machine setters, operators, and tenders, metal and plastic	11	12	1	9	2.32	14.28	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	92	98	6	7	2.25	10.35	Moderate-term on-the-job training
51-4032	Drilling and boring machine tool setters, operators, and tenders, metal and plastic	18	19	1	6	2.76	14.87	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-4041	Machinists	59	75	16	27	1.01	17.61	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	17	12	-5	-29	0.72	13.52	Moderate-term on-the-job training
51-4081	Multiple machine tool setters, operators, and tenders, metal and plastic	18	26	8	44	1.20	12.84	Moderate-term on-the-job training
51-4111	Tool and die makers	34	41	7	21	2.31	17.84	Long-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	72	95	23	32	1.18	13.95	Long-term on-the-job training
51-4122	Welding, soldering, and brazing machine setters, operators, and tenders	16	22	6	38	1.47	14.80	Moderate-term on-the-job training
51-5023	Printing machine operators	14	17	3	21	0.44	10.38	Moderate-term on-the-job training
51-6011	Laundry and dry-cleaning workers	39	43	4	10	0.95	6.67	Moderate-term on-the-job training
51-6031	Sewing machine operators	128	207	79	62	3.43	10.28	Moderate-term on-the-job training
51-6051	Sewers, hand	21	28	7	33	1.92	9.63	Short-term on-the-job training
51-6052	Tailors, dressmakers, and custom sewers	18	24	6	33	1.28	9.58	Long-term on-the-job training
51-6061	Textile bleaching and dyeing machine operators and tenders	38	69	31	82	12.31	11.58	Moderate-term on-the-job training
51-6062	Textile cutting machine setters, operators, and tenders	23	43	20	87	7.52	10.93	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-6063	Textile knitting and weaving machine setters, operators, and tenders	171	327	156	91	27.76	13.37	Long-term on-the-job training
51-6064	Textile winding, twisting, and drawing out machine setters, operators, and tenders	190	364	174	92	27.74	13.83	Moderate-term on-the-job training
51-6091	Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers	55	44	-11	-20	20.62	16.06	Moderate-term on-the-job training
51-6093	Upholsterers	15	19	4	27	1.00	7.20	Long-term on-the-job training
51-6099	Textile, apparel, and furnishings workers, all other	29	47	18	62	8.25	13.14	Short-term on-the-job training
51-7011	Cabinetmakers and bench carpenters	62	94	32	52	2.77	10.96	Long-term on-the-job training
51-7041	Sawing machine setters, operators, and tenders, wood	13	13	0	0	1.25	35.44	Moderate-term on-the-job training
51-8031	Water and liquid waste treatment plant and system operators	14	17	3	21	0.85	15.28	Long-term on-the-job training
51-8091	Chemical plant and system operators	82	68	-14	-17	10.00	19.19	Long-term on-the-job training
51-9011	Chemical equipment operators and tenders	80	65	-15	-19	10.26	17.66	Moderate-term on-the-job training
51-9012	Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	10	10	0	0	--	--	Moderate-term on-the-job training
51-9023	Mixing and blending machine setters, operators, and tenders	41	32	-9	-22	1.92	14.64	Moderate-term on-the-job training
51-9032	Cutting and slicing machine setters, operators, and tenders	67	78	11	16	5.61	7.53	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	71	49	-22	-31	5.65	16.90	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	199	212	13	7	2.65	14.03	Moderate-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	72	77	5	7	1.23	13.88	Short-term on-the-job training
51-9121	Coating, painting, and spraying machine setters, operators, and tenders	29	29	0	0	1.76	12.51	Moderate-term on-the-job training
51-9197	Tire builders	15	13	-2	-13	4.29	7.43	Moderate-term on-the-job training
51-9198	Helpers--Production workers	70	85	15	21	0.85	11.17	Short-term on-the-job training
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand	28	33	5	18	0.99	17.95	Work experience in a related field
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	28	34	6	21	0.80	19.07	Work experience in a related field
53-3011	Ambulance drivers and attendants, except emergency medical technicians	123	203	80	65	38.39	5.87	Moderate-term on-the-job training
53-3022	Bus drivers, school	90	105	15	17	1.22	7.84	Short-term on-the-job training
53-3031	Driver/sales workers	112	122	10	9	1.17	11.68	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	301	375	74	25	1.04	13.23	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	168	198	30	18	0.94	12.25	Short-term on-the-job training
53-3041	Taxi drivers and chauffeurs	24	31	7	29	0.51	6.83	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-7032	Excavating and loading machine and dragline operators	15	20	5	33	1.32	11.45	Moderate-term on-the-job training
53-7051	Industrial truck and tractor operators	142	150	8	6	1.46	10.42	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	40	46	6	15	0.73	8.33	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	423	456	33	8	1.14	8.22	Short-term on-the-job training
53-7063	Machine feeders and offbearers	43	44	1	2	1.89	10.72	Short-term on-the-job training
53-7064	Packers and packagers, hand	138	144	6	4	1.08	6.17	Short-term on-the-job training
53-7081	Refuse and recyclable material collectors	29	44	15	52	1.30	12.17	Short-term on-the-job training
53-7199	Material moving workers, all other	11	12	1	9	1.48	8.87	Moderate-term on-the-job training
		26,252	31,580	5,329	20		13.23	

at least 1.25 greater than \$13.23

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Kershaw County								
Industry	NAICS Code	Change						
		2002	2007	Average Size	#	%	SC % change	US % change
Crop Production	111	4	3		-1	-25.0	-17.6	-9.3
Animal Production	112	9	8	27	-1	-11.1	-19.2	5.0
Forestry and Logging	113	23	15	6	-8	-34.8	-26.0	-15.2
Support Activities for Agriculture and Forestry	115	11	18		7	63.6	-13.0	1.8
Utilities	221	6	5	8	-1	-16.7	-8.8	-0.9
Construction of Buildings	236	68	56	9	-12	-17.6	-0.4	15.4
Heavy and Civil Engineering Construction	237	17	12	13	-5	-29.4	-2.0	-2.3
Specialty Trade Contractors	238	128	123	7	-5	-3.9	-6.4	12.9
Textile Mills	313	7	5	138	-2	-28.6	-34.0	-26.7
Textile Product Mills	314	8	10	20	2	25.0	-10.6	-3.3
Printing and Related Support Activities	323	8	4	8	-4	-50.0	-15.0	-12.3
Nonmetallic Mineral Product Manufacturing	327	4	3	8	-1	-25.0	4.0	3.0
Fabricated Metal Product Manufacturing	332	8	10	22	2	25.0	-6.1	-3.0
Transportation Equipment Manufacturing	336	6	9	81	3	50.0	4.9	-1.1
Furniture and Related Product Manufacturing	337	7	6	16	-1	-14.3	-8.8	-5.8
Miscellaneous Manufacturing	339	3	2		-1	-33.3	9.5	-0.9
Merchant Wholesalers, Durable Goods	423	17	16	7	-1	-5.9	0.6	-5.6
Merchant Wholesalers, Nondurable Goods	424	8	4	4	-4	-50.0	-5.0	-3.5
Wholesale Electronic Markets and Agents and Brokers	425	7	6	2	-1	-14.3	31.7	38.3
Motor Vehicle and Parts Dealers	441	32	29	9	-3	-9.4	-11.6	2.2
Furniture and Home Furnishings Stores	442	17	15	6	-2	-11.8	-11.3	3.8
Electronics and Appliance Stores	443	5	5	5	0	0.0	-16.7	-4.7
Building Material and Garden Equipment and Supplies Dealers	444	24	19	13	-5	-20.8	-8.8	0.9
Food and Beverage Stores	445	26	19	23	-7	-26.9	-18.2	-0.5
Health and Personal Care Stores	446	14	12	11	-2	-14.3	9.1	10.2
Gasoline Stations	447	31	32	6	1	3.2	-2.8	-1.9
Clothing and Clothing Accessories Stores	448	16	11	8	-5	-31.3	-5.3	4.6
General Merchandise Stores	452	16	17	71	1	6.3	17.5	13.3
Miscellaneous Store Retailers	453	28	20	4	-8	-28.6	-23.9	-8.6
Truck Transportation	484	21	25	12	4	19.0	-5.1	5.4
Support Activities for Transportation	488	5	5	4	0	0.0	-6.0	7.6
Credit Intermediation and Related Activities	522	42	51	6	9	21.4	12.2	23.8
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	523	3	5	3	2	66.7	38.6	23.5
Insurance Carriers and Related Activities	524	26	30	3	4	15.4	0.3	6.7
Real Estate	531	20	21	1	1	5.0	18.8	23.8
Rental and Leasing Services	532	14	11	3	-3	-21.4	-8.3	1.7

Kershaw County								
Industry	NAICS Code	2002	2007	Average Size	Change		SC % change	US % change
					#	%		
Administrative and Support Services	561	61	56	7	-5	-8.2	2.2	13.0
Waste Management and Remediation Services	562	3	4	7	1	33.3	3.9	15.6
Educational Services	611	8	11	17	3	37.5	14.1	23.7
Ambulatory Health Care Services	621	35	44	17	9	25.7	7.4	13.3
Nursing and Residential Care Facilities	623	8	7	39	-1	-12.5	0.4	8.8
Social Assistance	624	17	14	20	-3	-17.6	-5.0	29.4
Performing Arts, Spectator Sports, and Related Industries	711	32	16	6	-16	-50.0	-1.3	17.3
Amusement, Gambling, and Recreation Industries	713	15	15	7	0	0.0	-14.4	12.9
Accommodation	721	15	12	8	-3	-20.0	-3.4	3.5
Food Services and Drinking Places	722	76	73	16	-3	-3.9	-0.2	12.2
Repair and Maintenance	811	44	41	3	-3	-6.8	-18.3	-0.4
Personal and Laundry Services	812	26	28	4	2	7.7	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	12	12	7	0	0.0	-2.0	3.3
Private Households	814	70	56	1	-14	-20.0	4.6	24.9

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Kershaw County Employment by Industry Sector

Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Total		17,645	18,069	424	2.4			31,877	20%

<i>6 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
NONE									

<i>5 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Transportation Equipment Manufacturing	336	498	725	227	46	3.30	258	37,991	BA
General Merchandise Stores	452	608	1,213	605	100	3.12	560	26,410	A
Truck Transportation	484	113	295	182	161	1.59	173	32,516	BA
Ambulatory Health Care Services	621	497	760	263	53	1.08	174	34,011	AA

<i>4 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Construction of Buildings	236	439	494	55	13	2.17	-1	53,062	BA
Specialty Trade Contractors	238	780	883	103	13	1.43	-12	24,464	A

4 star sectors		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Fabricated Metal Product Manufacturing	332	173	216	43	25	1.08	42	41,558	A
Furniture and Related Product Manufacturing	337	56	96	40	71	1.41	47	29,672	A
Building Material and Garden Equipment and Supplies Dealers	444	164	254	90	55	1.51	72	24,548	BA
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	523	9	13	4	44	0.12	3	102,967	AA
Social Assistance	624	193	281	88	46	0.96	52	14,680	A

3 star or fewer sectors		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Utilities	221	31	38	7	23	0.54	9	40,398	BA
Textile Mills	313	1,097	690	-407	-37	31.59	52	41,044	D
Electronics and Appliance Stores	443	15	23	8	53	0.33	8	14,840	A
Health and Personal Care Stores	446	104	128	24	23	1.00	17	25,039	A
Gasoline Stations	447	162	179	17	10	1.62	23	17,909	BA
Real Estate	531	23	31	8	35	0.16	6	20,844	AA
Administrative and Support Services	561	338	381	43	13	0.37	7	22,763	AA
Waste Management and Remediation Services	562	10	27	17	170	0.59	16	30,408	AA
Repair and Maintenance	811	122	130	8	7	0.81	7	27,304	A
Heavy and Civil Engineering Construction	237	166	158	-8	-5	1.24	-19	39,590	AA
Wholesale Electronic Markets and Agents and Brokers	425	30	13	-17	-57	0.12	-27	41,087	A
Miscellaneous Store Retailers	453	78	73	-5	-6	0.65	3	18,191	A
Support Activities for Transportation	488	7	21	14	200	0.28	13	22,189	BA
Insurance Carriers and Related Activities	524	385	96	-289	-75	0.35	-298	35,388	A
Performing Arts, Spectator Sports, and Related Industries	711	134	101	-33	-25	1.93	-43	25,103	A
Food Services and Drinking Places	722	1,064	1,132	68	6	0.92	-70	10,786	BA

3 star or fewer sectors		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	70	79	9	13	0.46	7	19,327	BA
Animal Production	112	204	219	15	7	7.64	-2	29,775	
Forestry and Logging	113	142	92	-50	-35	10.90	-32	31,145	D
Textile Product Mills	314	367	204	-163	-44	9.97	-96	19,915	D
Miscellaneous Manufacturing	339	20	0	-20	-100		-19	-	A
Merchant Wholesalers, Durable Goods	423	202	105	-97	-48	0.26	-105	25,510	AA
Merchant Wholesalers, Nondurable Goods	424	21	15	-6	-29	0.06	-6	27,996	A
Credit Intermediation and Related Activities	522	342	308	-34	-10	0.83	-59	35,327	BA
Amusement, Gambling, and Recreation Industries	713	102	108	6	6	0.59	-3	13,283	BA
Private Households	814	83	64	-19	-23	0.90	-37	11,664	AA
Crop Production	111	38	0	-38	-100		-37	-	
Support Activities for Agriculture and Forestry	115	42	0	-42	-100		-45	-	BA
Printing and Related Support Activities	323	45	33	-12	-27	0.41	-7	22,577	BA
Nonmetallic Mineral Product Manufacturing	327	27	24	-3	-11	0.37	-2	25,625	BA
Motor Vehicle and Parts Dealers	441	284	271	-13	-5	1.10	-18	31,792	BA
Furniture and Home Furnishings Stores	442	148	86	-62	-42	1.17	-71	20,038	BA
Food and Beverage Stores	445	469	443	-26	-6	1.21	-22	14,619	BA
Clothing and Clothing Accessories Stores	448	104	91	-13	-13	0.47	-27	20,806	BA
Rental and Leasing Services	532	43	29	-14	-33	0.36	-13	29,423	BA
Educational Services	611	209	184	-25	-12	0.63	-61	26,692	BA
Nursing and Residential Care Facilities	623	437	270	-167	-38	0.71	-200	23,532	BA
Accommodation	721	107	98	-9	-8	0.41	-14	11,808	BA
Personal and Laundry Services	812	126	123	-3	-2	0.73	-8	17,155	D

Methodology and Sourcing

Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

Sectors are rated on 6 factors: 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

Stars are based on: 2002-2007 employment growth of 50 or more, 2002-2007 employment growth rate greater than 2.4% (growth rate for total employment in the county), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$31,877 (2007 average for all jobs in the county), and average or above average projected growth.

Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2007 data.

Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

Source: Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.



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